GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:155
ANSWERED ON:17.07.2017
Female Labour Participation Rate
Singh Shri Abhishek

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a)the details of the steps taken/being taken by the Government to check wage disparity among male and female labour force in the country;
(b)whether the Government has taken any steps to improve and increase female labour participation rate in the country and if so, the details thereof;
(c)whether the Government has conducted any study in this regard; and
(d)if so, the details and the findings thereof along with the follow-up action taken thereon?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)

(a) to (d): The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination. In the Central sphere, the enforcement of the Act is entrusted to the Chief Labour Commissioner (Central) who heads the Central Industrial Relations Machinery (CIRM). Further, under the provisions of the Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally applicable to both male and female workers and the Act does not discriminate on the basis of gender.

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Central Government has taken some prominent steps to increase female labour participation rate which includes the enactment of the Maternity Benefit (Amendment) Act, 2017 which provides for enhancement in paid maternity leave from 12 weeks to 26 weeks and provisions for mandatory crÃ¨che facility in the establishments having 50 or more employees; issue of an advisory to the States under the Factories Act, 1948 for permitting women workers in the night shifts with adequate safety measures. Further, in order to enhance the employability of female workers, the Government is providing training to them through a network of Women Industrial Training institutes, National Vocational Training Institutes and Regional Vocational Training Institutes. A number of protective provisions have been incorporated in various labour laws for creating congenial work environment for women workers.

As per 5th Annual Employment-Unemployment (EUS) Survey (2015-16) conducted by Labour Bureau, the Female Labour Participation Rate by adopting Usual Principal Status (UPS) Approach is 23.7 and by Usual Principal and Subsidiary Status (UPSS) Approach is 27.4.

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